

# Importance-Agreement Rating

## City of Fort Lauderdale

### Core Area : Professional Development

AREA	Most Important %	Most Important Rank	Agreement %	Agreement Rank	Importance-Agreement Rating	I-A Rating Rank
<b><u>Top Short-Term Priority</u></b>						
City prepares employees well for promotions	50%	1	14%	7	0.4300	1
<b><u>Other Areas</u></b>						
Adequate number of career opportunities are available	26%	3	41%	3	0.1534	2
Employees receive adequate training for job responsibilities	27%	2	50%	2	0.1350	3
Employees' familiarity with City's organizational development and training	12%	5	38%	5	0.0744	4
Employee receives constructive feedback on job performance	18%	4	59%	1	0.0738	5
Orientation programs are effective for new employees	11%	6	38%	5	0.0682	6
Organizational development and training programs are effective	7%	7	40%	4	0.0420	7

**Note: The I-A Rating is calculated by multiplying the "Most Important" % by (1-'Agreement' %)**

**Most Important %:**

**Agreement %:**

The "Agreement" percentage represents the sum of the ratings "4" and "5" excluding 'not a' of 1 to 5 with "5" being strongly agree and "1" being strongly disagree.